



## Special Agenda Board Meeting

November 22, 2022

Meeting called to order by Chairman Bill Linger at 4:10 pm

**Members Present:** Bill Linger, Roman Gillitzer, Natasha Sailer, Kevin Downs (by phone)

**Employees Present:** Pam Cunningham

**Guest Present:** None

### New Business

**Union** – Pam Cunningham informed the Solid Waste Board that a Memorandum of Understanding (MOU) has been signed by Stillwater County and the Union. Solid Waste employees have removed themselves from the Collective Bargaining Agreement (CBA).

Several items need to be addressed that were covered by the CBA and not covered by the Stillwater County Policies. A bullet list from Jennifer Hoines, HR identified items that needed to be addressed.

**Longevity**– Longevity is not covered in the Stillwater County policy. Longevity is addressed in Resolution 2022-31. Solid Waste must identify how they want to pay longevity.

After discussion, Natasha Sailer moved to follow Stillwater County's longevity payment as follows:

<u>Amt of Increase</u>	<u>Years of Service</u>
\$.25/hour	1 – 5 years
\$.50/hour	6 – 10 years
\$.75/hour	11 – 15 years
\$1.00/hour	16 – 20 years
\$2.00/hour	21 – 30 years

Time of Service shall be based on the nearest whole year of service and longevity will be recalculated on the employees' anniversary date.

Roman Gillitzer seconded the motion. The motion passed unanimously.

**Immunizations**– Immunizations for employees covered under the union contract were Hepatitis B and Tetanus. They are not covered by the county policy. Roman Gillitzer moved that we continue to pay for these 2 immunizations for the Solid Waste employees. Natasha Sailer seconded the motion and the motion passed unanimously.

**Daily Overtime** – The union contract pays daily overtime. The county policy pays after 40 hours. After discussion, this really does not affect Solid Waste, Natasha Sailer moved that Solid Waste will follow Stillwater County's overtime policy after 40 hours. Roman Gillitzer seconded the motion. The motion passed unanimously.

**Compensatory time** – This policy was looked at and discussed. Natasha moved that Solid Waste follow Stillwater County's Compensatory time policy. Roman Gillitzer seconded the motion. The motion passed unanimously.

**Call Out time** – After discussion, the Solid Waste Board decided that there did not need to be a policy or any action done on this.

**Seniority** – After discussion, the Solid Waste Board decided that there did not need to be a policy or any action taken on this.

**DOT Physical** – The Solid Waste Board discussed and Roman Gillitzer moved that the County continue to pay for the DOT Physicals for the drivers. Kevin Downs seconded the motion. The motion passed unanimously.

**Work Schedule** – The work schedule is to be set by the Solid Waste Board. The Board discussed and Natasha moved that the hours remain the same and the Supervisor will adjust as necessary. If the site needed to extend hours, it would be brought to the Board and they would make the decision. Roman Gillitzer seconded the motion. The motion passed unanimously.

**Vacation/Sick** – The union and Stillwater County policies are very similar. Natasha Sailer moved that the Solid Waste would follow the Stillwater County Policy. Kevin Downs seconded the motion. The motion passed unanimously.

**Holiday Pay** – The union contract gave the employees with 10-hour shifts, 10 hours for holiday pay. The Stillwater County policy states that they only get 8 hours of holiday pay. The person would then have to use vacation or comp time to cover the extra 2 hours.

Natasha Sailer moved that the Solid Waste department follow Stillwater County Policy for Holiday Pay. Kevin Downs seconded the motion. The motion passed unanimously.

**Driver and Site Attendant Classifications** – Drivers will be classified as Solid Waste Driver 1, Solid Waste Driver 2, Solid Waste Driver 3. The Site Attendants will be classified as Solid Waste Site Attendant 1 and Solid Waste Site Attendant 2. The supervisor will be responsible for reviewing positions and moving up as necessary. Natasha Sailer moved to accept these classifications. Roman Gillitzer seconded the motion. The motion passed unanimously.

**Compensation/Site Attendants** – Discussion was had on how the union employees were covered under the Union contract until November 13, 2022. The MOA was signed on November 14, 2022. The union has agreed to a 5.5 percent increase in wages. The Solid Waste Board needs to continue with the same increase from the November 14<sup>th</sup> on.

Natasha Sailer moved that the increase stay the same, Roman Gillitzer seconded the motion. The motion passed unanimously.

**Driver Compensation** – Natasha Sailer moved to continue with the 5.5 percent increase the union has agreed to continuing from November 14, 2022, when the MOA was signed. In addition, raise the wage for the current driver #2 and current part time driver #3 to the same wage as the current driver #1, effective November 14, 2022. Roman Gillitzer seconded the motion. The motion passed unanimously.

**Supervisor Compensation** – Inadvertently, the county gave the Supervisor a raise when the rest of the county received their 4 percent. Natasha Sailer moved to give the Supervisor the additional 1.5

percent increase to remain the same with the rest of the department. Roman Gillitzer seconded the motion.

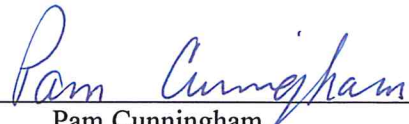
The motion passed unanimously.

The By-Laws will need to be changed and updated. A new policy will need to be added to reflect these employee benefits. Pam Cunningham will write them up and get them approved by the County Attorney and present at the meeting in January.

**Public Comment – None**

**Meeting adjourned at 5:10 pm** – Roman Gillitzer moved to adjourn and Natasha Sailer seconded the motion. The motion passed unanimously.

  
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Bill Linger

  
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Pam Cunningham